

May 2006
Employee Newsletter



Arkansas Department of Correction

Advocate

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GED
Graduation

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Wrightsville women's center nears completion



Left: Workers were busy at the new women's facility at Wrightsville weeks before the doors opened on May 4 to the first 25 inmates. The number reached 98 by the end of May.



The new women's facility at Wrightsville has been named in memory of the Rev. J. Aaron Hawkins Sr., above, a Board of Corrections member who died earlier this year.

Even though it's only partially open, the new women's center at Wrightsville is already making a difference.

The facility opened its doors to the first 25 inmates on May 4. As of May 31, the population had grown to 98.

That number has helped reduce the number of female inmates being housed in county jail backup. During the month of May, the number of women in jail backup dropped from 270 to 157.

The facility's medical area is still under construction as well as administrative offices, school area and other offices. Eventually, the 45,000-square-foot building will have a number of beds for pregnant or chronically ill inmates who may need specialized care

provided at clinics in nearby Little Rock. An industry program is planned and the faith-based Inner-Change Freedom Initiative. The IFI program, which has already begun at the Tucker Unit, relies on the teaching of biblical principles to train and educate inmates for a successful and productive return to society.

It is hoped that such programs will help reduce the number of men and women returning to prison. The rate of women being locked up in Arkansas prisons has greatly outpaced the 2.5 percent growth rate of male inmates in recent years.

The Wrightsville facility for female inmates has been named the J. Aaron Hawkins Sr. Center for Women in memory of the Rev. J. Aaron Hawkins. The Board of Corrections member died

in January at the age of 64.

Staffing levels at the 200-bed center call for 45 correctional officers, four lieutenants, five sergeants, one captain and four support staff positions. While many of the jobs have been filled, anyone who is interested should check for job vacancies at www.arkansas.gov.

Director's Corner



Larry Norris
ADC Director

We get quite a bit of company around here. Usually it's a group from a school or community organization that wants to tour one of our units. Sometimes it's criminal justice professionals from Arkansas who want to become more familiar with the prison system. It might be employees from the Arkansas Supreme Court or one of the federal district courts. And more and more often, we're welcoming visitors from other states, here to get a firsthand look at one of our

programs, institutions or operations.

They come from all over the country to see the farm and industry program. They visit PAL, RSVP and SOSRA. They study the inmate banking system, our security audit teams and healthcare. Maybe they're here to walk through Cummins, the Maximum Security Unit, Varner Supermax or Ouachita River. Perhaps they're getting ideas about how to construct, maintain or design correctional facilities. They might want to learn more about tracking dogs or erecting electric fences. And maybe they just want to see inmate work crews.

Put simply, the ADC gets a lot of visitors for a lot of different reasons. That's a good thing, because we like company. We're proud of our accomplishments and we want folks to see all the good things we're doing. That makes us feel special.

We recently had several visitors for the kickoff of the department's newest addition, the InnerChange Freedom Initiative, a faith-based program which will be located at Tucker and Wrightsville. It's designed "to create and maintain a prison environment that fosters respect for God's law and rights of others, and to encourage the spiritual and moral regeneration of prisoners. Therefore, they may develop responsible and productive relationships with their Creator, families and communities."

IFI has helped in other states, and it holds great promise for Arkansas. We have already had success with the PAL program, and maybe this faith-based program will also do well. It just might work, and I hope it does.

That sentiment is shared by a lot of people, because the event drew a

big crowd of well-wishers. Even the governor was on hand. That's right. Gov. Mike Huckabee delivered the keynote address. As he spoke, I couldn't help but remember his previous visits to ADC facilities. His time in office has brought trips to several units. He was even the main speaker at Ouachita River's ribbon cutting ceremony.

If you think about it, that's really amazing. It's not often that any state's sitting governor actually visits the prison system, yet Gov. Huckabee has been a frequent visitor. And each time, he has complimented your work and your dedication. I appreciate that, and I know that you do too. Compliments from the governor. Now, that really makes us feel special. I hope he comes back soon.

New radio system enhances communication agency wide

The Arkansas Department of Correction has implemented a new radio system that allows for better communication within the department as well as with other state agencies.

As part of the Arkansas Wireless Information Network (AWIN), ADC now has a statewide radio system.

AWIN's goal is to create a wireless communication system for emergency responders and other Arkansas public service agencies.

ADC's radio room now features a new dispatch console and a touch screen. Users can monitor and listen to all four channels and talk on all four channels.

The system allows for better communication and monitoring of ADC's transportation fleet and for better communication in emergencies.

The system is tower supported (not telephone based) and allows for dependable communication



left:
Cpl.
Sharita
Goodloe
works as a
dispatcher
in the
radio
room.

throughout the state, said Cpl. R. Gracie, Terminal Agency Coordinator.

The equipment can run off of a generator in

an emergency and also has battery backup to provide surge protection for computers, Gracie said.



819 graduates march in 33rd annual GED ceremony

The 33rd Annual GED Graduation held May 18 at the Cummins Unit honored 819 graduates for the 2005-2006 school year.

As family, friends and others looked on, graduates marched to a guitar and drum version of "Pomp and Circumstance" performed by a Department of Community Correction band.

The speaker for the event, State Rep. David Rainey, a former educator, told graduates that "more than ever before, education pays." He explained that higher education usually means higher paying jobs.



Rainey

Rainey also said that "freedom means more than freedom outside these walls. Free your mind of the myth that there is an easy road to success."

He congratulated graduates for achieving their GEDs and told them to "continue to work hard and do your very best to reach other goals."



Above: Board of Corrections Chairman Drew Baker congratulates some of the GED graduates as others look on.



Above: Top GED graduate Christopher Graves of is congratulated for achievement while Matt Elliot was recognized for obtaining an associates degree from Southeast Arkansas College.



Left and bottom right: Officers from various units provided security for the event.

Above, left to right: Teachers Rebecca Jackson, Steven Templeton, Marvin Armstrong and Tracy Dowell, all of the Grimes Unit, watch as graduates march in during the graduation ceremony.



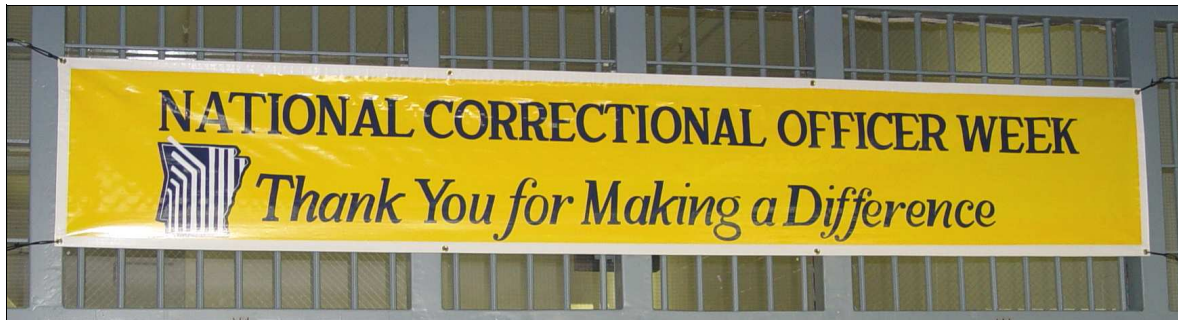
Above: Teacher of the Year MaryJo Tucker, of the Varner Unit, shows off her award. Jimmy Smith (inset), of the Tucker Unit, was recognized as a retiring teacher.



Above: The band "The Price of Education" from DCC's Southwest Arkansas Community Correction Center performed during graduation.



Correctional Officers Week pays tribute to those who serve



Right: A banner at the North Central Unit greeted officers as they came to work during Correctional Officers Week.

May 7-13 marked National Correctional Officers Week and units across ADC showed appreciation in many ways—most were food-related. Here are just a few of them:

The Maximum Security Unit Employee Corporation sponsored a Barbecue Bash on May 13 and May 30 from noon to 6 p.m. in order to cover both shifts.

The North Central Unit Employee Corp. grilled hamburgers and served chips to all shifts and a huge yellow and blue banner thanked officers for making a difference. A picnic was also held for NCU staff and their families. The menu included barbecue chicken and pork, cole slaw, potato salad and baked beans. Tenure certificates were also presented, and award plaques given to several staff members.

The various shifts at the **Ouachita River Unit** enjoyed a continental breakfast and sub sandwiches May 11 and 12.

The **Delta Regional Employee Corporation** treated security officers with a lunch of barbecue chicken, slaw, baked beans, and dessert during the week. The **Varner Unit** also hosted a barbecue for the various shifts with all the trimmings.

The **Benton Unit Employee Corporation** provided pastries, fruit, pizza, sandwiches and drinks for staff on the various shifts. A picnic was also held on May 20 for all Benton Unit staff and their families.

The **Texarkana Regional Correctional Center Unit Employee Association** gave each officer at the unit a letter of appreciation and \$10. Flyers were also posted throughout the unit expressing appreciation for their service and dedication.

The **Tucker Unit** held training on May 9 and 11 while having a fish fry each day. Staff also enjoyed an award breakfast on May 12.



Above, left to right: Honorees at the North Central Unit are Matthew Adams, Correctional Officer of the Year; Joshua Morehead, Employee of the Year; Chad McGowan, Correctional Supervisor of the Year and Jimmy Banks, Supervisor of the Year.



Above: The Delta Regional Employee Corp. treated officers to a lunch of barbecue chicken, slaw, baked beans, and dessert during Correctional Officers Week.

Thanks to all dedicated ADC staff members for your hard work!

Varner gets second dining hall, pill room; kitchen renovation ahead

Chow time as the Varner Unit used to almost be an around-the-clock event since the 1,500—capacity unit only had one inmate dining area. However, the addition of a new stainless steel dining hall will make meal time more efficient, said Warden Grant Harris.

“It has doubled our capacity,” he said. “It should cut feeding time in half.”

Harris said the project has been in the making for about two years. It’s one of changes he pushed for when he arrived at Varner.

“The unit never expanded its dining hall when the population was increased,” Harris explained, adding that it made meal time a near marathon and put more officers into overtime. The new dining hall has the capacity to serve 96 at one time.

Nearby, a pill room has also been added to meet the demands of the prison population. Varner’s kitchen will also be updated with stainless steel walls and more as part of an agency-wide kitchen upgrade project.



Above: Construction Supervisor Charles Ratcliff, left, and Electrical Supervisor Ron Langhammer stand in the new inmate dining hall at the Varner Unit. The second dining hall is expected to cut feeding time in half.

Right: Varner Unit Warden Grant Harris talks with Construction Supervisor Charles Ratcliff about putting the finishing touches on the new pill room. The unit now has two dispensaries.



Above: The walls of the Varner Unit kitchen are in line to be covered with stainless steel as part of an ongoing project to upgrade kitchens throughout the agency.

Reaccredited: Cummins Unit scores another successful ACA audit



Right: Audit Committee Chairman Ed Porter announces the reaccreditation scores for the Cummins Unit audit held May 8-10. Mandatory – 100 percent, Non-Mandatory – 99.08 percent. Chad Sokolowski, seated right, complimented the unit’s overall performance considering the age of the unit. He was impressed with the staff’s professionalism and by inmates’ comments on the way they are treated.

Above: Warden Gaylon Lay thanked the Audit Committee for a fair and thorough audit. He also thanked staff for all their work and the continued maintenance of those standards on which the unit was accredited.



In the line of duty: Officers use life-saving techniques

Two ADC officers were recently recognized for their heroic efforts in the line of duty.

The quick actions of CO 1 Richard Thomas prevented an inmate from choking on some food on March 5 at the Cummins Unit.

Thomas, who served as a field medic in the military before joining ADC, provides security in the kitchen area of the unit.

Thomas was told that an inmate appeared to be choking on something that he had been eating. After determining that the inmate was having difficulty breathing, he used life-saving techniques (abdominal thrusts) to dislodge the food.

The officer was later presented a letter of appreciation and his actions were noted during an institutional staff meeting.

Thomas has worked for the department since August 2005.

Thomas' actions show that "the staff we're hiring at the Cummins Unit are well-qualified and well trained and willing to accept the challenge of any situation that arises," said Assistant Warden Danny Burl.

Cpl. Stephen Gilbert of "C" shift



Correctional Officer I Richard Thomas of the Cummins Unit

at the McPherson Unit was presented a Certificate of Valor for his quick response to a life-threatening situation at the unit.

On March 23, Gilbert also used abdominal thrusts to dislodge an object from the throat of an inmate.

Gilbert has worked for ADC since October 2004.

"I feel that Cpl Gilbert's quick response in this incident, prevented possible injury to the inmate and may have saved her life," said Assistant Warden Maggie Capel. "The fact that he remained calm and utilized the emergency training he has been provided shows his dedication



Cpl. Stephen Gilbert of the McPherson Unit and Assistant Warden Maggie Capel.

to his job and the welfare of those placed in his custody."

Capel said Gilbert's action reinforces the department's mission statement and the desire of officers to see it is carried out.

"Correctional officers receive extensive training in Emergency Preparedness to be ready to assist in such situations," she said. "Cpl. Gilbert exemplifies the type of officer the Department of Correction employees to ensure that the correctional facilities are professional, safe and humane."

Department Briefs

Basic Correctional Officers' Training Class 2006-G began on March 27, 2006, with 83 cadets and 63 graduated on May 5, 2006.

BCOT Class 2006-H began on April 10, 2006, with 56 cadets and 36 graduated on May 19, 2006.

Congratulations to all of these new officers. Welcome to the ADC family!

Effective June 1, 2006, **Assistant**

Warden Darryl Golden has been assigned to the North Central Unit from the Grimes Unit.

"Please support Mr. Golden as he takes on his new assignment," Interim Director Ray Hobbs said in announcing the appointment.

The Arkansas Department of Correction web site has been redesigned. Check out the new look at

www.arkansas.gov/doc and read the ADC Advocate online. Click on Newsletter on the left side of the page under Publications.

The character trait for the month of June is **endurance**—the inward strength to withstand stress and do my best. Know the goal. Take one step at a time. Find support. Renew your energy. Finish well.

Employee Spotlight: Dottie McClung

Dottie McClung's job title is secretary but she could easily be called the "queen of imaging."

Her "empire" is a building in Central Records where, as an imaging specialist, she spends hours using a computer and a scanner to copy inmate discharge records.

Surrounded by shelf after shelf of files, McClung recently talked about the job she's held since 1998. When she first started, she literally faced walls of records that needed to be scanned into the computer system.

"I mean this place was stacked from here to here," McClung said. "I keep it organized so we'll know where everything is."

The department, by law, must make a permanent record on each in-

mate. It's largely maintained electronically in the eOMIS system. However, commitment papers and fingerprints are not in eOMIS. It's McClung's job to pull those out of the file, copy them and make sure they're maintained.

“We keep everything three years and after it’s scanned we keep them for two more years for a total of five years,” she explained.

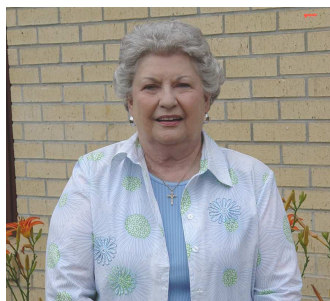
The paper documents are destroyed after five years.

The job is a second career for McClung who worked for many years for the federal government — for the Corps of Engineers and at the Pine Bluff Arsenal.

“I retired with 32 years of service,” she said.

Part of that time, she honed her skills by working as a property officer.

But, sitting back and re-



Dottie McClung, secretary
Central Records

laxing after retiring was never on her agenda, McClung said.

"I don't want to relax. I like to be busy," she said, adding that she has a good supervisor and co-workers.

And despite her sometimes crowded workplace, she likes where she is right now. McClung is a woman on a mission to set the records straight.

"She takes her work very seriously," said her boss, Classification Admin-

istrator George Brewer. "She wants to make sure we maintain a good copy of the documents so they're a benefit when somebody requests them."

Co-workers say McClung is also personable, friendly and has a good sense of humor.

The Dixon, Tenn. native is the mother of two and the grandmother of two.

When she's not working, the Pine Bluff resident enjoys playing with her dog and watching TV. She likes news programs, the History Channel, CSI and America's Funniest Videos.

If there's any piece of advice she could give, it's this: "Do not retire. You can keep your brain going and keep your body moving and it's good for you."

Recipe Roundup



1-2-3 Peach Cobbler

Ingredients:

- 1/2 tsp ground cinnamon
1 Tbsp vanilla extract
2 Tbsp cornstarch
1 C peach nectar
1/4 C pineapple juice or peach
juice (if desired, use juice re-
served from canned peaches)
2 can (16 oz each) peaches,
packed in juice, drained, (or 13/4
lb fresh) sliced
1 Tbsp margarine
1 C dry pancake mix
2/3 C all-purpose flour

- 1/2 C sugar
2/3 C evaporated skim milk
as needed nonstick cooking
spray
1/2 tsp nutmeg
1 Tbsp brown sugar

Directions:

1. Combine cinnamon, vanilla, cornstarch, peach nectar, and pineapple or peach juice in saucepan over medium heat. Stir constantly until mixture thickens and bubbles.
2. Add sliced peaches to mixture.
3. Reduce heat and simmer for 5-10 minutes.

4. In another saucepan, melt margarine and set aside
 5. Lightly spray 8-inch-square glass dish with cooking spray. Pour hot peach mixture into dish.
 6. In another bowl, combine pancake mix, flour, sugar, and melted margarine. Stir in milk. Quickly spoon this over peach mixture.
 7. Combine nutmeg and brown sugar. Sprinkle on top of batter.
 8. Bake at 400 °F for 15-20 minutes or until golden brown.
- Makes: 8 servings**

Source: www.smallstep.gov

Each serving (1 slice) provides:
Calories: 271, Total fat: 4 g, Saturated fat: less than 1 g, Cholesterol: less than 1 mg, Sodium: 263 mg, Total fiber: 2 g, Protein: 4 g, Carbohydrates: 54 g, Potassium: 284 mg

Ball & Chain Challenge golfers play for two great causes

The annual Ball and Chain Challenge golf tournament held May 15 hit a hole in one when it came to raising funds for two worthwhile causes. Held at Harbor Oaks in Pine Bluff, the event drew teams from various ADC units, state leaders as well as a few participants from out of state.

The tournament is sponsored by the employee associations of the state Departments of Correction and Community Correction, the Arkansas Correctional School and Arkansas Correctional Industries. Proceeds go to the University of Arkansas at Little Rock Criminal Justice Scholarship and to the Correctional Peace Officers Foundation. Although the final tally wasn't in at press time, it's estimated that the tournament generated more than \$30,000. Thanks to all who helped!



Above: ADC Director Larry Norris sports the official Ball & Chain Challenge hat and shirt during the tournament.

Right: Sgt. Mark Stephens of the Tucker Unit takes a swing.



Above: Tournament workers Cindy Henderson and Stephen Williams were busy much of the day registering golfers.

Right: Internal Affairs staff member Raymond Naylor keeps his eye on the ball during the challenge.



Tournament Results

1st morning flight

1st place, Score: 57
Tony May, Gary Jackson,
Carl Hughes, George Foshee

2nd place, Score: 57
Nick Kelnhofer, Richard Shepherd,
Ross Martin, Steve Session

3rd place, Score: 57
Jim Parker, Robbie Farquhar,
Jesse Keith, Larry Fields

2nd morning flight

1st place, Score: 65
Matt Weaver, Benny Barry,
Drew Baker, Bob Davis

2nd place, Score: 65
Buddy Jacks, Jeff Choi,
Gary Henderson, Spencer Henderson

3rd place, Score: 66
Phil Blaylock, Randy Munnerlyn,
Matt Bunter, Jared Watts

1st morning flight

1st place, Score: 69
Mike Brewer, Bob May,
Charlie Gee, Jeff Wells

2nd place, Score: 69
Phillip Jones, Steve Montanaro,
Keith Eismann, Steve Viefhaus

3rd place, Score: 69
Jim Bryant, Bill Chapman,
Mike Grady, Mike French

1st afternoon flight

1st place, Score: 56
Jim Hill, Percy Malone,
Paul Berry, Don Tilton

2nd place, Score: 58
Mark Lewis, Skip Henry,
Michelle Odum, Alan Humphries

3rd place, Score: 60
Greg Pumphrey, Steve Northcutt,
Mark Robert, Chad Graves

2nd afternoon flight

1st place, Score: 65
Darrell Pace, Ray Hobbs,
Larry Norris, Benny Magness

2nd place, Score: 66
Steve Edwards, Ed McGee,
Jamie Guidry, Josh Joyce

3rd place, Score: 66
Matt Gallbraith, Randy Orr,
Jack See, Ed Peek

3rd afternoon flight

1st place, Score: 69
Harvey Jones, Brandon Clountz,
Steve Orick, Ron Houk

2nd place, Score: 70
Chris Coody, John Kleiner,
Del Gieber, Mark Stephens

3rd place, Score: 70
Mark Cashion, David Ashley,
Doug Harris, Lindy Brown



Newport Complex to host tournament in August at Batesville

The Newport Complex is gearing up to host a golf tournament to benefit Arkansas Children's Hospital.

The four-person scramble will begin at 1:30 p.m. August 4 at Eagle Mountain Golf Course in Batesville. The entry fee is \$50 per person.

Entries need to be completed and sent to the unit. Sgt. Ricky Jeffrey is the contact person for the event. For details, call 870-523-5877.

ADC staff members participate in Special Olympics Torch Run

ADC staff members got up early to run in the Special Olympics Law Enforcement Torch Run held May 18.

The Wrightsville Complex was well represented during the event. Staff from the complex (Male Facility, Female Facility and Boot Camp) included:

Tony Park, Donald Garrett, Bryan Hale, Vance Dotson, Ronald Darton, Adam Glasgow, LaMonica Anderson, Dwana Rafter, Maria Lara and Tonya Farris.

Staff met at the Jefferson County Courthouse and began the torch run



Left: Some of the participants in the Law Enforcement Special Olympics Torch Run took time out for a group photo after completing one part of the event at the Pulaski County line.

at about 6 a.m. Their segment of the run ended north of Redfield. They then drove to the State Capitol and met with participants statewide and ran from the

State Capitol to the River Market in downtown Little Rock where the awards were presented.

Thanks to all participants!



Above: During an awards program at White Hall High School, Jamie Stout is presented two \$500 scholarships—one from the Diagnostic Unit Employee Corp and a matching one from the unit's Inmate Council. Assistant Warden John Lowe and Employee Corp. President Kay Shope make the presentations.

Below: Jamie, the daughter of Donna Stout (Diagnostic Unit), also received a \$500 Red Ribbon Scholarship from Shirley Lowe of Central Office.



Scholarship winners honored



Left: Tina Banks, daughter of Jimmy Banks (Warden, North Central Unit) received a \$500 Red Ribbon Scholarship.



Left: During an awards program at White Hall High School, Sarah Strahan is presented a \$500 Red Ribbon Run Scholarship by Shirley Lowe of Central Office. Sarah is the daughter of Steven Strahan (Budget Manager at Admin. East).

Right: Amber Overfield is presented a \$500 Red Ribbon Run Scholarship by MCWRC Supervisor Joe Porchia at the center. The daughter of Kimberly Sigman (MCWRC), Amber plans to attend college at Arkansas State University and major in Wildlife Ecology and Management.



Health Matters

When it comes to nutrition, know the facts to make smart choices

Most packaged foods have a Nutrition Facts label. For a healthier you, use this tool to make smart food choices quickly and easily. Try these tips:

— Keep these low: saturated fats, trans fats, cholesterol, and sodium.

— Get enough of these: potassium, fiber, vitamins A and C, calcium, and iron.

— Use the % Daily Value (DV) column when possible: 5% DV or less is low, 20% DV or more is high.

Check servings and calories. Look at the serving size and how many servings you are actually consuming. If you double the servings you eat, you double the calories and nutrients, including the % DVs.

Make your calories count. Look at the calories on the label and compare them



with what nutrients you are also getting to decide whether the food is worth eating. When one serving of a single food item has over 400 calories per serving, it is high in calories.

Don't sugarcoat it. Since sugars contribute calories with few, if any, nutrients, look for foods and beverages low in added sugars. Read the ingredient list and make sure that added sugars are not one of the first few ingredients. Some names for added sugars (caloric sweet-

eners) include sucrose, glucose, high fructose corn syrup, corn syrup, maple syrup, and fructose.

Know your fats. Look for foods low in saturated fats, trans fats, and cholesterol to help reduce the risk of heart disease (5% DV or less is low, 20% DV or more is high). Most of the fats you eat should be polyunsaturated and monounsaturated fats. Keep total fat intake between 20% to 35% of calories.

Reduce sodium (salt), increase potassium. Research shows that eating

less than 2,300 milligrams of sodium (about 1 tsp of salt) per day may reduce the risk of high blood pressure. Most of the sodium people eat comes from processed foods, not from the saltshaker. Also look for foods high in potassium, which counteracts some of sodium's effects on blood pressure.

Source:
<http://www.health.gov/dietaryguidelines/dga2005/document/html/brochure.htm#b4>

June 12-18 marks Men's Health Week

The purpose of national Men's Health Week, June 12-18, is to heighten the awareness of preventable health problems and encourage early detection and treatment of disease among men and boys.

On average, men die 6 years younger than women and suffer higher mortality rates for the top 10 causes of death, according to the Office of Men's Health.

For more information, visit these web sites: www.menshealthoffice.info and www.menshealthweek.org.

For a guide to recommended screening tests for men visit: www.4woman.gov/screeningcharts/prev-chart-men.pdf



www.4woman.gov/screeningcharts/prev-chart-men.pdf

A new publication from the Men's Health Network titled "Blueprint for Men's Health: A Guide to a Healthy Lifestyle" is now available for download. Visit www.blueprintformenshealth.com.

Sample a menu at 2,000 calorie level

View a sample menu to see how all the recommendations for each food group and nutrient can be integrated into a weekly menu at www.mypyramid.gov/tips_resources/menus.html.

Keep in mind that your calorie intake level can vary based on the amount of exercise you get. For example, it could be 1,800 if you exercise 30 minutes or less per day and 2,000 if you exercise more. In other words, the more you exercise, the more calories you can burn.

NCU appreciates support from staff, officers from other units



North Central Unit at Calico Rock

The North Central Unit at Calico Rock was put in the media spotlight recently when fights broke out between some inmates at the unit.

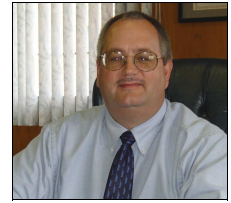
Eight high-ranking correctional officers from around the department arrived at the unit to work in rotating shifts to help calm the disturbances.

Warden Jimmy Banks said that "regardless of what a few inmates are doing, the majority of the

inmates are doing exactly what we've asked them to do and I appreciate that."

Banks also said he's grateful for the response of NCU staff and others. He called them motivated, top notch and dedicated employees of ADC.

Banks added that he "appreciates the commitment and sacrifices that other wardens have made" in



NCU Warden Jimmy Banks

sending staff to assist.

The incidents prompted the unit to emphasize better communication and problem solving at the 500-bed prison that opened in 1990.

ADC Road Riders Association ready to roll this summer

Arkansas Department of Correction Road Riders Association (ADCRRRA) is group of ADC employees who share their enthusiasm for motorcycling.

The association has a group ride on the first Saturday of each month.

The July ride is set for July 8 and riders are asked to meet at the parking lot of JCJ/CF at 8:30 a.m. for the ride to Mena and Queen Wilhemina State Park.

If interested in joining or for more information, contact Clay Sides:

clay.sides@arkansas.gov
(489-9806)

Rick Toney: rick.toney@arkansas.gov
(267-6814)

Jerry Campbell: jerry.campbell@arkansas.gov



ADCRRRA

Motorcycle ministry



From May through November, members of the Christian Motorcyclists Association are scheduled to visit several ADC units and conduct services and Bible study as they minister to those who are incarcerated. The group is also hosting some motorcycle rodeos. Members of the CMA took time out for a photo during a visit to the Varner Unit in May.

Below: A license plate on one of the bikes bares the message: "Pray."



Inmate panel, staff from Delta Regional visit Monticello School



Above: Fifth graders at Monticello School.



Right, left to right: Delta Regional Warden Mark Cashion, Larry Prater (Delta Regional school teacher), School Principal Patricia Tabb, and the unit's inmate panel recently visited Monticello School.

Fifth graders at Monticello School recently got an idea about life inside an Arkansas prison when an inmate panel visited their school.

Warden Mark Cashion and the

unit's School Principal Patricia Tabb, scheduled and conducted the inmate panel. Tabb and the Monticello School initiated the project.

Students learned that education

doesn't end behind bars since inmates can still go to school and earn their GED.

Photos submitted by Lydia Godfrey



Governor's Service Awards April 2006

Retirement:

Theo Jacks — Diagnostic
Willie Lowe — Varner Supermax
Larry Norris (temporary) — Central Office
Carlos Vowell — Wrightsville

30 Years

Larry Norris — Central Office

20 Years

Ronald Bailey — Maximum Security
Cynthia Courington — Central Office

10 Years:

Diedre Swopes — Varner Supermax
Yolanda Clark — Varner
Bill Jones Jr. — Benton
Sharon Ragland — Wrightsville
Hazel Hay — Tucker

*Congratulations!
Your years of service are appreciated.*

Work goes on through power outage, flood



Left: Construction Division staff member Brenda Cheney works surrounded by work stations after a flood in the office.

ADC dealt with its share of incidents in May. A thunderstorm knocked out power at the Maximum Security Unit and the backup generator system kicked in. Full power was restored some 30-plus hours later.

During the outage, Warden David White thanked Harold Williams of Tucker Unit Maintenance. "Harold continues to be of great assistance," he said.

Power was also out for a while at the Training Academy.

Later in the month, the Construction Division experienced a small unnatural disaster when an overflowing toilet flooded of-

fices over a weekend. When Robert Leggett opened the door early Monday, water rushed outside.

The carpet was ruined and several inches of sheetrock had to be repaired and repainted.

"What I am proud of the most is that by 9:30 a.m., all of the computers were set up by Nick Bradley in the conference room and Brenda Cheney, Vicky Taylor and Beverly Carter were all up and running," said David Cruseturner, assistant director of Construction and Maintenance. "They didn't miss a beat."

ADC Promotions and New Hires — April

Promotions

4/02/06	Paul Killian	Lieutenant – North Central
4/03/06	Leslie Clary	Counselor – SOSRA
4/06/06	Bernstine Coleman	Rehab Facility Supervisor – Mental Health
4/09/06	Curtis Gibson	Captain – Varner
4/10/06	Tommy Suggs	Sergeant – Grimes
4/10/06	James Coan	Sergeant – Grimes
4/10/06	Larry Hamrick	Sergeant – Grimes
4/10/06	Michael Martin	Sergeant – Grimes
4/10/06	Randy Domineck	Sergeant – Pine Bluff
4/11/06	April Nekoranik	Classification & Assignment Officer – Ouachita
4/16/06	Tonya Farris	Sergeant – Wrightsville
4/16/06	Penny Brown	Sergeant – Wrightsville
4/16/06	Tiffany Perry	Sergeant – Wrightsville
4/16/06	Londa Gatson	Sergeant – Wrightsville
4/16/06	Cynthia Tillman	Captain – Wrightsville
4/16/06	Marilyn Roberson	Lieutenant – Wrightsville
4/16/06	George Hicks	Lieutenant – Wrightsville
4/16/06	Michael Zearley	Lieutenant – Wrightsville
4/16/06	Rita Star	Lieutenant – Wrightsville
4/17/06	Charles Barnes	Sergeant – EARU
4/17/06	Paul Harris	Sergeant – EARU
4/17/06	Lucas Paine	Sergeant – Ouachita
4/17/06	Sally Ribble	Commissary Supervisor – Ouachita
4/23/06	Denese Voss	Grievance Officer – Wrightsville
4/23/06	Douglas Boultinghouse	Lieutenant – Varner
4/23/06	Jimmy Phillips Jr.	Lieutenant – Varner
4/24/06	Marsha Walton	Document Examiner – Wrightsville
4/26/06	Casey Marshall	Captain – Maximum Security Unit

New Hires

4/03/06	Gary Brumley	Const/Maint Supervisor – Construction
4/03/06	Jonette Johnson	Commissary Supervisor – Ouachita
4/03/06	Travis White	Training Rep/Lieutenant – Academy
4/04/06	Barbara Tankersley	Document Examiner I – Varner
4/09/06	Brian Newton	Sergeant – Varner
4/11/06	Melissa Felts	Document Examiner I – Grimes
4/11/06	Charlotte Ellison	Document Examiner I – Construction
4/17/06	Lillian Ratcliff	Document Examiner I – Purchasing
4/17/06	Rosa Rice	Program Coordinator – Diagnostic
4/17/06	Kimberli Hughes	Document Examiner I – Ouachita
4/24/06	Quincy Collins	Food Production Manager I – Varner
4/24/06	Pamela Batchelor	Secretary II – MCWRC
4/24/06	Patty James	Food Production Manager I – Varner
4/24/06	Randy Strickland	Food Production Manager I – EARU



In-Service Training Protocol

The Training Academy wishes to welcome staff to In-Service Training. The academy strives to promote a professional environment during your learning experience.

Listed below is appropriate attire for In-Service class participation.

Shirt—button up or pull over (please, nothing derogatory, offensive or inappropriate for professional correctional staff, no T-shirts, no sports team shirts).

Shirt and Tie

Slacks—**NO DENIM**, no holes or frayed edges.

Dress/Pantsuit—(please, nothing see through, sleeveless or low cut. Length should be professional and appropriate for professional correctional staff)

Shoes—(no flip flops, sandals, tennis shoes or house slippers).

Uniforms—must meet Department guidelines

Headgear—allowed only outside of building (no derogatory or offensive wording, symbols, etc.).

Sweats/Shorts/Sport Warm-ups—will be considered appropriate only in classes containing physical activities – not during normal In-Service classes.

Smoking is not allowed on Academy property.

Please observe break times and lunch periods.

Cell phones or pagers need to be on vibrate or silent while in the classroom.

Students arriving more than 15 minutes late for the starting time of a class, or more than 15 minutes late from a break/lunch will be dismissed from the class.

JUNE TRAINING SCHEDULE

Date	Title	Time	Length	Location
1	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
1-2	Crime Scene Courtroom Testimony	8:30 a.m.	14 hrs.	Fort Smith PD (CJI)
2	Courtroom Testimony	8:30 a.m.	6 hrs.	Black River Tech (CJI)
5	Inmate Grievances	8 a.m.	4 hrs.	HR
5-7	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	Fort Smith PD (CJI)
5-9	Firearms Instructor School	8 a.m.	40 hrs.	TA
6	Change Changes You	8 a.m.	4 hrs.	TA
7	Structured Interviewing	8 a.m.	4 hrs.	HR
8	Basic Horsemanship	8 a.m.	8 hrs.	Wrightsville Unit
7-8	Introduction to Management	8 a.m.	16 hrs.	TA
8	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
8	Administering Discipline	8 a.m.	4 hrs.	TA
8	Performance Evaluation	12:30 p.m.	4 hrs.	TA
12	Racial Profiling	8 a.m.	4 hrs.	TA
13	Sexual Harassment/Sexual Miscond.	8 a.m.	5 hrs.	TA
14-15	Introduction to Computers	8:30 a.m.	14 hrs.	LR (CJI)
15	Grievance Prevention & Handling	8 a.m.	4 hrs.	HR
19-23	New Riders Class	8 a.m.	40 hrs.	Wrightsville Unit
19-23	Command Supervisor School	8 a.m.	40 hrs.	TA
19-20	Tactical Officer Shooting Survival	8 a.m.	16 hrs.	TA
20-21	Management Effectiveness Training	8 a.m.	16 hrs.	TA
20-22	Advanced Supervision	8:30 a.m.	21 hrs.	Southern AR Univ.(CJI)
21	7 Cs of Leadership	8 a.m.	4 hrs.	TA
21	Leadership Values in Law Enforcement	9 a.m.	8 hrs.	Pine Bluff P.D.
22	Advanced Interpersonal Comm.	8 a.m.	16 hrs.	TA
27	Interpersonal Communication	8 a.m.	16 hrs.	TA
28-29	Using Microsoft Word	8:30 a.m.	14 hrs.	LR

OPEN ENROLLMENT (Year round)

- **AWIN Radio Training** — As scheduled by your Unit Trainer
- **Advanced Drivers Techniques** — As scheduled by your Unit Trainer
- **Internet-Based e-Learning Classes.**
Classes provided by National Institute of Corrections
Visit www.nicic.org.
You must get approval from your Unit Trainer before taking any e-learning classes

The following **open enrollment, Inter-Agency classes** are offered in Little Rock. They vary in length.

Who Moved My Cheese (Little Rock)
Emotional Intelligence
FISH
Dealing with Difficult People
Conducting Effective Meetings
Defensive Driving
Train the Trainer
CPR
Presenting Testimony
Basic First Aid
Workplace Diversity

\$1.3 million to be paid out in CLIP bonuses

The Arkansas Department of Correction will pay out Career Ladder Incentive Program bonuses before the end of the fiscal year, June 30. The Department has approved more than \$1.3 million in bonuses to ADC employees throughout the state.

Congratulations to all those who participated and succeeded in this very worthwhile program.

The chief fiscal officer of the state established the bonus rates. Those employees who have completed all requirements and received an "above average" performance evaluation will receive a 3 percent bonus. Those employees who have completed all requirements and received an "exceeds standards" performance evaluation will receive a 6 percent bonus.

CLIP provides pay incentives for state employees to meet and apply competency-based criteria related to their jobs. It awards promotions and bonus payments to employees who meet specific criteria for their specific classification under CLIP 1 and CLIP 2.

CLIP bonus pay outs to ADC staff:

2006 — 1,300,000

2005 — \$819,654

*2004 — \$0

*2003 — \$0

2002 — \$1,143,160

2001 — \$907,099



*Due to budget constraints

ria for their specific classification under CLIP 1 and CLIP 2.

The rating period for CLIP 1 is anniversary date to anniversary date. CLIP 2 is from April 1 to April 1.

Training also available through e-learning

A variety of e-learning classes are available to ADC staff. To logon to the e-learning Web site, go to <http://nic.learn.com/learncenter.asp?id=178409>. Then, click on the Professional Skills Development Library.

See the following four options: Executive Level, Senior Level, Manager Level and Supervisor Level. If you're not sure of which level to select, begin with the Supervisor Level.

After selecting the skill level, you'll see an alphabetical listing of related classes. Click on the info

tab to the right of the class name to see a description of the class. It will also tell you who should take the course, the course objectives, and how long the course should take. To take the class, scroll to the bottom and click on Click Here to Apply. When the program asks for your supervisor's email address, enter the e-mail address of your Unit Trainer.

NOTE: Only your unit trainer can approve your course. Any course taken without the unit trainer's approval is invalid.

ADC CALENDAR



June 2006

- 14 Flag Day
- 18 Father's Day
- 21 First Day of Summer



July 2006

- 4 Independence Day
- 10-14 United States Deputy Wardens' Association Conference, Hot Springs
- 16-19 Southern States Correctional Association Conference, Charleston, WV



August 2006

- 12-17 American Correctional Association 135th Congress of Correction, Charlotte North Carolina

The school year begins!

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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Visit ADC on the Web:

www.state.ar.us/doc

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